

# Ideal Work-Based Learning Programs

- **Curriculum** grounded in industry standards
- Work within an **occupational area**
- **Support** between classroom and worksite learning
- **Coordination of learning** between the school and the worksite
- **Connecting** activities
- **Mentoring**
- **Reflection**



LIKE *Wisconsin's Youth Apprenticeship* program!

# Why YA?

- Employers complained about a **lack of skills** in youth
- High youth **unemployment**
- WI needed a standard **school to work transition** system for students not going to college (The “Forgotten Half”)
- Education needed a way for youth to **apply** classroom **learning** to a work setting
- Existing co-op & job shadows were **inconsistent** across WI AND do not allow enough **time for skill development**

# Key Design Concepts



- Preparation for **entry level jobs**
  - Expanded to college bound students
- At least **2 years**
  - One or Two year options now
- **Comprehensive** occupationally
  - 40 career training options
- First **Statewide Standardized Skill Competencies, Driven by Employers**

# Core Program Elements

- Skills aligned with **National & Industry** skill standards
- Skills **reviewed by Employers!**
- Revised using **Career Pathways** model
- **Employability, Safety & Security** skills standardized across YA programs
- Standard **curriculum structure**



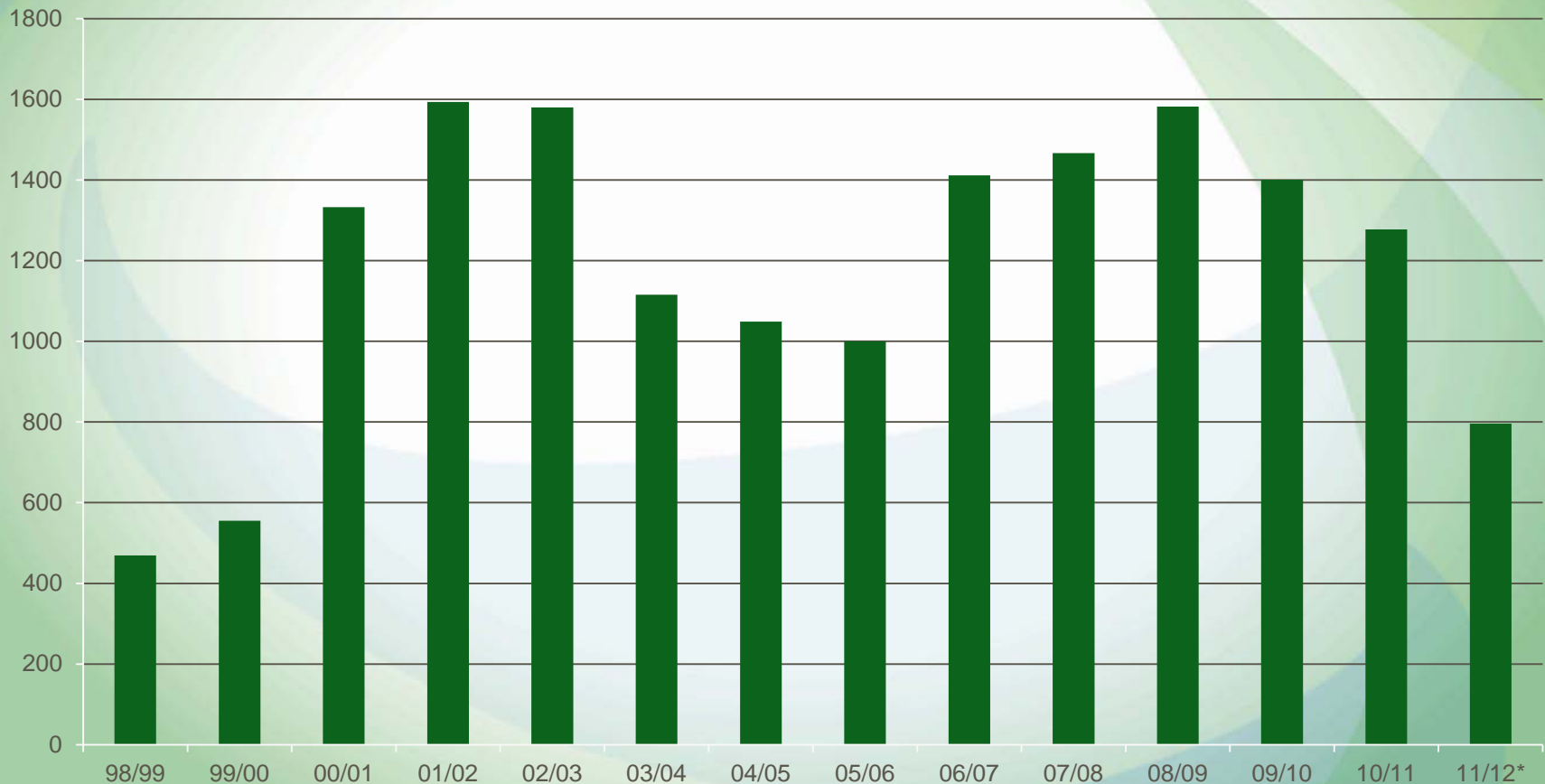
# Employer Driven!

- **Employer Mentors** train, support, and guide students to learn the employability, safety, and technical skills listed on the **Skills Standards Checklist**
- **YA Consortium Coordinators** recruit & link students & businesses together; train mentors; and coordinate classroom & worksite activities and documentation



# Outcomes: Skill Standards Achievement

Certificates of Occupational Proficiency issued from 1999-2012\*



# Follow-up Reports

## Center on Education and Work, UW Madison most recent 2005

### YA Student Graduates Report:

- 87% employed either PT or FT
- 86% & 82% report **applying** communication and problem solving skills learned in YA to their current jobs
- **78% enrolled in post-secondary** education during the time after HS

### YA Employer Report:

- 86% employ 1-3 students
- 60% of employers offered incentives to further their YA students education
- 98% report deriving benefit from participating in the program stating; provides a community service, helps recruit new employees, allows training to company standards
- **97% would recommend it to other employers**

# YA Recognized



- YA- Video Testimonials [1](#); [2](#); [3](#)
- Madison PBS- [BluePrint Learning for Life](#) (13.18) & [BTCI](#) (12.28) (NOV 2010)
- YA mentioned on page 32 of [Harvard report](#) as an “Exemplar of Employer Engagement” AND EACH time Bill speaks in WI (FEB 2011)
- “America’s misplaced disdain for vocational education” in *The Economist* (JUN 2010)
- “Teenagers in need of direction can turn to apprenticeships” and “What if college education just isn’t for everyone?” in *USA Today* (MAR 2010)
- [In The Means to Grow Up](#) by R. Halpern page 60



# Grant Funding

- State Biennial Budget
  - Grant funds available each year through DWD via annual application process to eligible applicants
- Funding helps support **ALL WBL activities** at schools
  - Free, Employer-reviewed Curriculum
  - School based STW Coordinators
  - Child Labor Law Guidance
  - Tech College Articulation Guidance
  - Online YA Resources for all WBL Programs
  - Connections to WIBs, Employers, LMI, Schools

# Impediments

OR...Why are we not to scale?

- **Employer Participant Numbers**
- Employer Incentives
- Employer Concerns (Child Labor Laws/Liability)
- **Funding *Restrictions***
- Job Availability/Recession
- **Marketing/Awareness Campaign**
- Limited Resources